

LEON COUNTY BOARD OF COUNTY COMMISSIONERS 2006 BENEFITS SUMMARY

The following is a brief summary of the Benefits available to employees. **New Hires must enroll in insurance coverage within 30 days of hire. If you need more information, please contact Human Resources at 606-2400.**

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BENEFIT	WHO IS ELIGIBLE	WHEN EFFECTIVE	WHO PAYS	WHAT YOU RECEIVE																								
MEDICAL INSURANCE	Full Time Employee	1 st day of the month following receipt of application	LCBCC + Employee LCBCC+ Employee LCBCC	*2 Plan Options:Capital Health Plan, VISTA or United Per Pay Period Employee Premium Rates: Single: \$14.72 2-Person: \$30.47 Family: \$39.01 Can be deducted on a Pre-Tax basis																								
	Part Time Employee	After 2 years of employment		Single - \$14.72, 2-Person - \$181.12, Family - \$338.60																								
*Medical Opt-Out Program				*Option to decline medical coverage & receive \$300/month Must provide proof of other coverage																								
DENTAL	Full Time & Part Time Employee	1st day of the month following 30 days of employment	Employee	*2 Plan Options: CompBenefits or United Per Pay Period Employee Premium Rates:																								
				<table><tr><td></td><td>Employee</td><td>Single + 1</td><td>Family</td></tr><tr><td>Managed Care Plan</td><td>\$7.87</td><td>\$13.13</td><td>\$21.01</td></tr><tr><td>Advantage Plan</td><td>\$6.62</td><td>\$12.85</td><td>\$21.31</td></tr><tr><td>PPO Plan</td><td>\$10.87</td><td>\$20.78</td><td>\$34.49</td></tr><tr><td>United PPO</td><td>\$13.47</td><td>\$26.70</td><td>\$47.36</td></tr></table> Can be deducted on a Pre-Tax basis		Employee	Single + 1	Family	Managed Care Plan	\$7.87	\$13.13	\$21.01	Advantage Plan	\$6.62	\$12.85	\$21.31	PPO Plan	\$10.87	\$20.78	\$34.49	United PPO	\$13.47	\$26.70	\$47.36				
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VISION	Full Time & Part Time Employee	1st day of the month following 30 days of employment	Employee	Coverage for eye exams, glasses, lenses & frames provided by VisionCare. Choice of Network Dr. for least out of pocket expenses or Non-Network Dr. Per Pay Period Employee Premium Rates: Employee: \$2.99/pay or Family:\$8.55/pay Can be deducted on a Pre Tax basis																								
LI FE INSURANCE & ACCIDENTAL DEATH & DISMEMBERMENT	Full Time Employee	Must enroll within 30 days of hire																										
*Basic		1st day of the month following date of hire	LCBCC	*Coverage in the amount of basic annual earnings: Executive & Sr. Mgmt: 2 times earnings Ex. Support, Career Srv, EMS: 1 times earnings																								
*Supplemental		1st day of the month following receipt of application	Employee	*Option to purchase additional coverage in the amount of basic annual earnings: Executive & Sr. Mgmt: 1 times earnings Ex. Support , Career Srv, EMS: 2 times earnings Premium: \$.43 per thousand dollars of coverage																								
*Dependent		1st day of the month following receipt of application	Employee	*Option to purchase coverage on spouse and dependents: Spouse: \$20,000 \$10,000 \$5,000 Dependents: \$ 5,000 \$ 2,500 \$1,500 Semi-Monthly Premium: \$2.83 \$1.43 \$.78																								
*Additional Term Life		1 st day of the month following receipt of application	Employee	Rates based on amount of coverage and age. Provided by Reliance Standard Life Insurance Company																								
DISABILITY																												
*Short Term	Executive & Sr Mgmt-FT	1st day of the month following date of hire	LCBCC	*Pays 75% of pay for 3 months after sick leave is exhausted																								
*Long Term	Full Time Employee	1st day of the month following date of application. Must enroll within 30 days of hire	Employee	*Pays 60% of pay after you have been disabled for 3 months Monthly premium rates based on age and \$100 of base pay. <table><tr><td>Age Band</td><td>Rate</td><td>Age Band</td><td>Rate</td></tr><tr><td>29 or less</td><td>\$.46</td><td>45-49</td><td>\$1.20</td></tr><tr><td>30-34</td><td>\$.60</td><td>50-54</td><td>\$1.73</td></tr><tr><td>35-39</td><td>\$.67</td><td>55-59</td><td>\$2.56</td></tr><tr><td>40-44</td><td>\$.97</td><td>60-64</td><td>\$3.31</td></tr><tr><td></td><td></td><td>65+</td><td>\$3.38</td></tr></table>	Age Band	Rate	Age Band	Rate	29 or less	\$.46	45-49	\$1.20	30-34	\$.60	50-54	\$1.73	35-39	\$.67	55-59	\$2.56	40-44	\$.97	60-64	\$3.31			65+	\$3.38
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*Sick Leave Pool	Full & Part Time	1 year of employment & 64 hours of sick leave	Employee Sick Time	*Pays 100% of pay after you have used all of your sick and annual leave																								
FLEXIBLE SPENDING ACCOUNTS	Full Time Employee	1st day of the month following date of application	Employee	Pre-Tax Savings on:																								
*Unreimbursed Medical	Part Time	After 2 years		*Out of pocket health care expenses not covered by insurance: up to \$4,000 per year																								
*Dependent Day Care				*Day Care Expenses: up to \$5,000 per year																								
VOLUNTARY PLANS	Full & Part Time		Employee	Opportunity to apply for coverage:																								
*ARAG Legal Plan		1st day of the month following date of application		*Provides access to professional, legal representation. \$8.75/pay																								
*Colonial Life Insurance		1st day of month following application acceptance		*Provides for Cancer, Intensive Care, Accident & Disability and Hospital Indemnity Insurance																								
*Reliance Standard Life Insurance		1 st day of month following date of appl.		*Provides additional Term Life Insurance coverage for employee, spouse or dependents. Rates based on age.																								
RETIREMENT																												
*Florida Retirement System	Full & Part Time	Participation: Date of Hire Vesting: 6 yrs-Pension 1 yr-Investment Plan	LCBCC	*May choose to participate in the FRS Pension (Defined Benefit) Plan or the FRS Investment (Defined Contribution) Plan																								
*Deferred Compensation	All employees	Date of hire	Employee	*Availability to save for retirement on a pre-tax basis. Providers are Nationwide, VALIC and ICMA																								

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EDUCATION *Tuition Assistance *Career Development	Full Time Full & Part Time	After 6 months of employment Date of Hire	LCBCC	*Provides for full or partial reimbursement of tuition for job related courses. *Programs which assist you in directing your career																																								
EMPLOYEE ASSISTANCE *EAP *Mediation Program	Full & Part Time	Date of Hire	LCBCC	Programs to assist employees in problem solving personal and family challenges, and work related issues *Confidential counseling, assessment & referral for personal &/or work performance problems *Program to work through work related conflicts																																								
OTHER BENEFITS *Awards of Excellence *Employee Innovation Program *Credit Union *Florida PrePaid College Program *Parking *Paycheck Direct Deposit *Professional Memberships *Relocation Expenses *Workers Compensation	FT & PT Any Employee Any Employee Any Employee Any Employee Any Employee Executive & Sr. Mgmt Executive & Sr. Mgmt Any Employee	Date of Hire	LCBCC LCBCC Employee Employee LCBCC+ Employee LCBCC LCBCC LCBCC	*Program that provides financial rewards for individuals & groups who achieve superior work results which improve LC *Financial awards for employee suggestions for productivity & cost savings *Enjoy a wide range of financial services by joining the Tallahassee-Leon Federal Credit Union *Set aside savings for college through payroll deduction. *Parking provided in designated areas. Cost is partially subsidized by LCBCC. Cost can be deducted pre-tax. *Opportunity to have your paycheck going directly into your bank account *Payment for professional memberships based on budget availability *Payment for relocation expenses for moves to this area not to exceed \$1,000 *Examination, treatment and lost-time compensation for job related injuries.																																								
TIME OFF *Annual Leave	Full & Part Time Employee	Date of Hire	LCBCC	*Provides for time off with pay. Accrual based on years of service and type of position: <div> Hours Accrued Per Month <table> <tr> <th>Years:</th><th>Executive</th><th>Sr. Mgmt.</th><th>Ex. Suppt/EMS</th><th>Career Srv</th></tr> <tr> <td>0-5</td><td>12</td><td>10</td><td>8</td><td>8</td></tr> <tr> <td>5-10</td><td>14</td><td>12</td><td>10</td><td>10</td></tr> <tr> <td>10-15</td><td>15</td><td>14</td><td>12</td><td>12</td></tr> <tr> <td>15-20</td><td>16</td><td>15</td><td>14</td><td>13</td></tr> <tr> <td>20+</td><td>17</td><td>16</td><td>16</td><td></td></tr> <tr> <td>20-25</td><td></td><td></td><td></td><td>14</td></tr> <tr> <td>Over 25</td><td></td><td></td><td></td><td>16</td></tr> </table> </div> Accrual may not exceed 240 hours as of Oct. 1 annually. Credit may include state/local government service as long as break in service is less than 30 days . Employees working less than full time accrue based on hours worked. EMS accrues leave based on shift worked.	Years:	Executive	Sr. Mgmt.	Ex. Suppt/EMS	Career Srv	0-5	12	10	8	8	5-10	14	12	10	10	10-15	15	14	12	12	15-20	16	15	14	13	20+	17	16	16		20-25				14	Over 25				16
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*Sick Leave	Full & Part Time Employee	Date of Hire	LCBCC	*Provides for time off of work with pay for illness/injury. Accrual of 8 hours/month with unlimited accumulation. Employees working less than full time accrue based on hours worked. -Employees hired from state or local government (eligible service under FRS) may transfer up to 240 hours of sick leave if break in service is less than 30 days . -Once accumulation reaches 240 hours, opportunity to convert time to Annual Leave or a Leave Bank for retirement EMS accrues leave based on shift worked.																																								
*Family & Medical Leave Act (FMLA)	All employees	1 year of service & have worked 1,250 hours		*Authorized time off for up to 12 weeks in a 12 month period: -to care for your child due to birth, adoption, foster care placement -to care for your spouse, child, parent with a serious health condition -for your own serious health condition																																								
*Holidays	FT/PT (except EMS)	Date of Hire	LCBCC	*11 paid days																																								
*Swing Holiday	Full & Part Time	6 month of service	LCBCC	*3 paid days that can be taken pending approval. Part time employees eligible for prorated amount																																								
*Donating Blood *Court Duty *Death in Family	All employees All employees All employees	Date of Hire Date of Hire Date of Hire	LCBCC LCBCC LCBCC	*Up to 2 paid hours for donating blood *Paid time for service as a member of a jury pool *Up to 3 paid days																																								
*Disaster Leave	All employees	Date of Hire	LCBCC	*For disasters in Florida, up to 15 paid days/year, if you are a Certified Disaster Service Volunteer of the American Red Cross																																								
*Military Leave *Volunteer Service	All employees Full & Part Time	Date of Hire Date of Hire	LCBCC	*Unpaid leave of absence to fulfill military obligations *Paid time to volunteer in Project Lead Program for up to 1 hr per week. Pro-rated for part time employees.																																								
COMPENSATION *Annual Increases *Merit Plan *Educational Attainment	FT & PT Sr.Mgt/ExSpt Career Srv. Career Srv Full & Part Time	Date of Hire 6 months of service Date of Hire	LCBCC LCBCC LCBCC	*Based on evaluation of performance-up to 8% *Based on evaluation of performance *Bonus for excelling performance *5% pay increase for earning degree or diploma that is above what is required for position																																								